



Fostering Belonging in Neurodiverse Teams

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Introductions

- Happily Autistic, (Consultant)
- Jessica Santascoy
- Anne Holland



**Supporting
Neurodivergent
colleagues
supports
EVERYONE**

What is Neurodiversity?

The diversity or variation of cognitive functioning in people. Everyone has a unique brain and therefore different skills, abilities, and needs. [Read more about Neurodiversity](#)

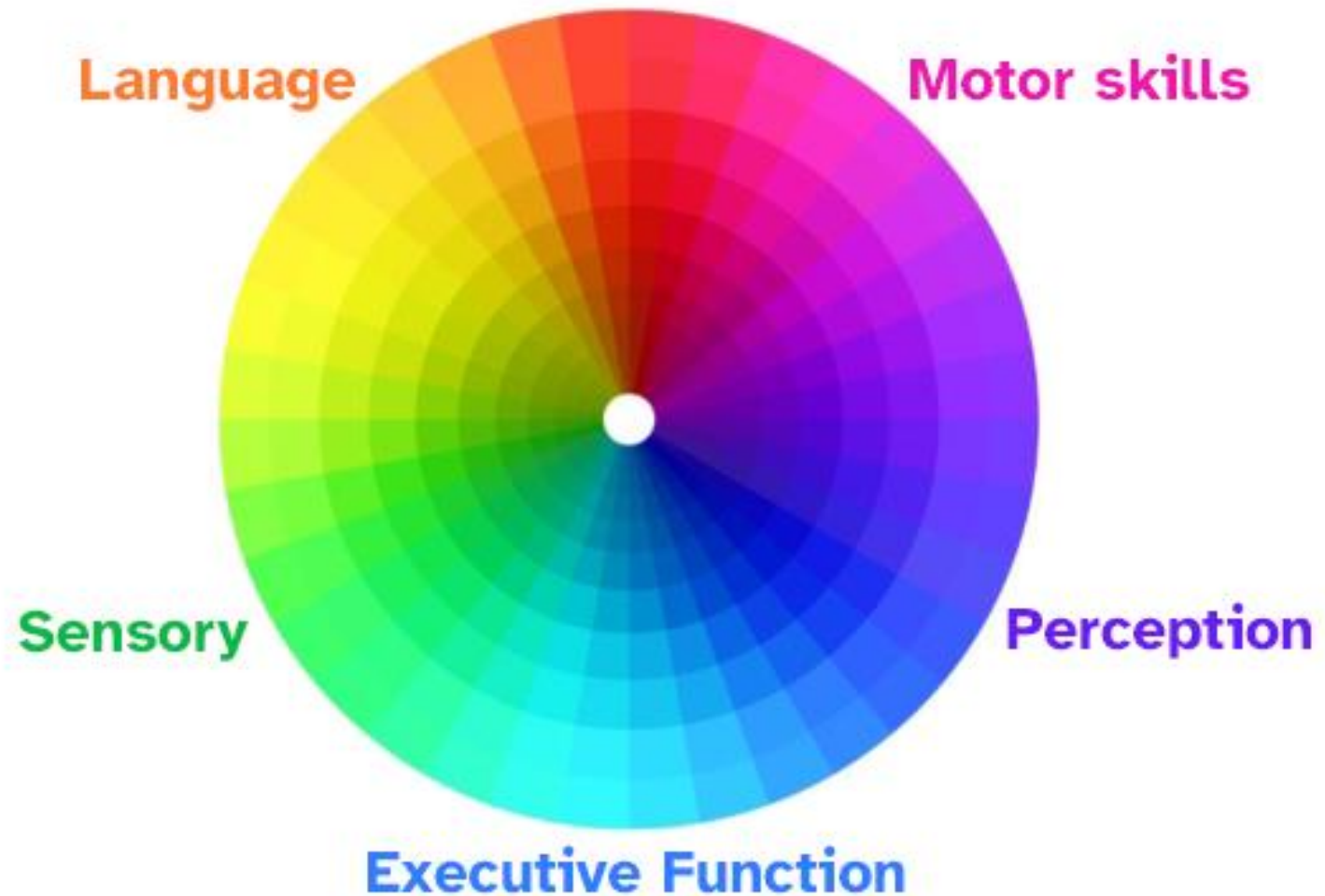
Examples of Neurodivergence

- Autism
- Attention-Deficit / Hyperactivity Disorder (ADHD)
- Dyslexia
- Synesthesia
- Dyspraxia
- Dyscalculia
- Dysgraphia
- Depression/Anxiety
- Hyperlexia
- Tourette's Syndrome
- Obsessive-Compulsive Disorder (OCD)
- PTSD/CPTSD

How we operate

- **Different OS** (Operating System) - information & sensory input are **processed differently**

Understanding the Spectrum



[via Rebecca Burgess, Understanding the Spectrum—A Comic Strip Explanation](#)

Socialization Differences

- **Autistic** communication prioritizes **information**
- **Neurotypical (NT) communication** prioritizes **social relationships**

“If a person's behavior doesn't make sense to you, it is because you are missing a part of their context. It's that simple.”

- Devon Price

Mental Health Statistics

Anxiety



Diagnosis is
2 to 3 times higher



Depression



Diagnosis is
4 times higher



Suicide

2/3
of us considered



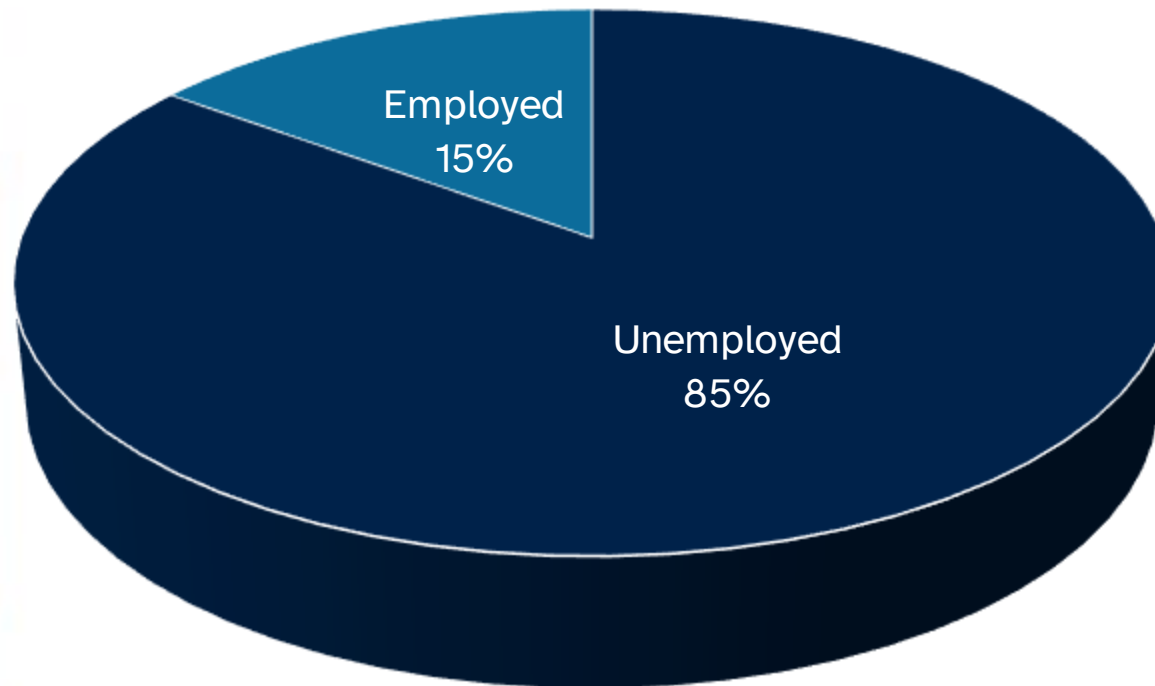
1/3
have attempted

How to Reduce Misunderstandings

- Be direct & set parameters
- Follow verbal communication with written
- Use a meeting platform with live captioning
- Break info down into smaller chunks

Barriers to Successful Employment

Autistic adults with college degrees



Neurodivergent people who are employed have generally gotten there by masking

Risk of masking

- Not healthy or sustainable
- Leads to burnout (often dropping out of the workforce)
- Unable to contribute to the full extent of ability
- Risks of not masking



Anecdotes

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Creating space for a Neurodiverse team

- Understand your organization's policies and speak with HR when appropriate
- Review interview processes and performance metrics
- Ask
- Flexibility
- What to do when someone discloses



Breakout groups

Q&A





Thank you!

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